

Best Practices
AVPIG 2008

Core Principles:

Be the change we want to see. Be role models of integrity, empowerment

Maximize diversity

Empower others to find their inner compass

Equality – all are teachers, all are learners

Make organizational structure clear and in keeping with all our teachings

Evaluate regularly: how are we doing as role models of what we facilitate in others

Be compassionate, truthful and respectful

Create a safe space by being a model; listening, no put downs, affirmation, confidentiality, transparency, open clinics, encourage full participation,

Experiential – not analytical – we are trail guides

WE don't bring the answers; we bring a process to find the answers in the group

Not a job it's a joy

Best Practices:

Empathy – put yourself in the shoes of others

- I am in your shoes. I feel _____. This is what I will do about it.

- When I see sadness, I feel that sadness. I remember what I have gone through, I can offer prayer, material support, information and education, respect that it takes time, affirmation of the feelings, take time to build and deepen all friendships.

Communication principle

Increase awareness,	sensitivity	engagement
Grief: What is it like?	What is this person feeling?	How can I help this person?

Follow up to keep the AVP community solid and growing

- ongoing mentoring
- encourage local relationships
- keep in contact
- extra Advanced workshops evenings for 8 weeks

When the local structure becomes hierarchical, remember that we need to model equality

We are always developing our facilitators. We encourage them to take what they are ready for and find ways to learn more.

Frequent self and group evaluations. Finding where each facilitator is growing
Use two facilitators for major exercises. The more experienced models for the newer facilitator then mentors them to lead next time. Cooperative work by a man and a woman facilitator models equality and empowerment.